

Remuneration disclosure for Executive Officers For the year ended 30 June 2023



Executive Officers include both Directors, Specialist Advisors and executives who have authority and responsibility for planning, directing and controlling the activities of the Fund.

(a) Directors & Specialist Advisors

The following persons were Directors & Specialist Advisors of LGIASuper Trustee for the year ended 30 June 2023:

Director	Director and committee member	Representative body	Appointment date	Resignation / term expired date
Mr J Smith	Chair and committee member	Independent	1 December 2013 1 October 2016-Chair	-
Mr R Dewhurst	Director and committee member	Independent	6 June 2018	-
Mr P Kazacos OAM	Director and committee member	Independent	8 December 2016	31 December 2022
Cr M Jamieson	Director and committee member	Employer representative	1 July 2018	-
Cr C O'Neil	Director and committee member	Employer representative	20 October 2016	31 December 2022
Mr G Hallam AM PSM	Director and committee member	Employer representative	1 October 2020	-
Mr R Flanagan	Director and committee member	Employer representative	1 July 2021	31 December 2022
Ms T Dyson	Director and committee member	Employer representative	1 July 2021	-
Ms M Collopy	Director and committee member	Employer representative	1 June 2023	-
Ms S Zeljko	Director and committee member	Employer representative	1 July 2021	14 October 2022
Ms R Heit	Director and committee member	Member representative	1 July 2018	31 December 2022
Mrs J Sanders	Director and committee member	Member representative	1 July 2018	31 December 2022
Mr R Burton PSM	Director and committee member	Member representative	1 July 2018	-
Ms J Thomas	Director and committee member	Member representative	1 July 2021	-
Mr P Scott	Director and committee member	Member representative	1 January 2023	30 September 2023
Ms N Traill	Director and committee member	Member representative	1 July 2021	31 December 2022
Mr S Wilson	Director and committee member	Member representative	1 July 2021	31 December 2022
Mr H Capra	Director and committee member	Member representative	1 June 2023	-

Specialist Advisors				
Name	Position	Committee	Appointment date	Resignation Date
Mr A Cormie	Specialist Advisor	Investment Committee	2 February 2017	12 October 2023
Mr J Wilson	Specialist Advisor	Investment Committee	6 February 2019	-
Mr R Wood	Specialist Advisor	Investment Committee	1 July 2021	-



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(b) Executives

The Chief Executive Officer (CEO) is appointed by LGIASuper Trustee. The CEO in turn appoints the executives. The following persons were Executive Officers of LGIASuper Trustee for the year ended 30 June 2023:

Name	Position	Appointment date	Resignation date	Employment terms
Ms K Farrar	Chief Executive Officer	16 April 2018	-	Executive contract
Mr G Hollier	Chief Financial Officer	3 September 2018	-	Executive contract
Mr I Ortiz	Chief Technology Officer	1 January 2019	5 August 2022	Executive contract
Mr R Gajanayake	Chief Technology Officer	6 August 2022	-	Executive contract
Ms A Peters	Chief Growth Officer	2 October 2018	29 July 2022	Executive contract
Mr S Chan	Chief Risk Officer	1 October 2019	-	Executive contract
Mr H McKellar	General Counsel and Company Secretary	1 July 2021	4 July 2023	Executive contract
Mr B Ingram	Company Secretary	4 July 2023	-	Executive contract
Mrs L Kay	Chief Experience Officer	1 July 2021	-	Executive contract
Mr S Marteene	Chief Transformation Officer	1 July 2021	30 September 2022	Executive contract
Mr S Marteene	Chief Operating Officer	1 October 2022	-	Executive contract
Mr M Rider	Chief Investment Officer	14 February 2022	-	Executive contract
Mr J Gyton	Chief Operating Officer SPSL	1 April 2022	30 September 2022	Executive contract
Mr J Gyton	Chief Transformation Officer	1 October 2022	-	Executive contract
Ms A Kelsall	Chief People Officer	24 October 2022	-	Executive contract

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(c) Remuneration of Directors & Specialist Advisors

Directors		Short-term benefits		Post-employment benefits	Total remuneration
Name	Position	Trustee fee \$'000	Trustee committee fee \$'000	Superannuation \$'000	\$'000
2022- 2023					
Mr J Smith	Chair	127	33	18	178
Mr R Dewhurst	Director	82	33	-	115
Mr P Kazacos ¹	Director	68	8	-	76
Cr M Jamieson	Director	67	11	4	82
Cr C O'Neil ¹	Director	44	11	5	60
Mr G Hallam	Director	67	11	8	86
Mr R Flanagan ¹	Director	66	22	-	88
Ms T Dyson	Director	67	27	10	104
Ms M Collopy ²	Director	13	-	1	14
Ms S Zeljko ³	Director	34	5	4	43
Ms R Heit ¹	Director	41	5	4	50
Mrs J Sanders ¹	Director	37	5	4	46
Mr R Burton	Director	68	22	10	100
Ms J Thomas ⁴	Director	94	27	-	121
Ms N Traill ¹	Director	36	5	4	45
Mr S Wilson ¹	Director	35	5	5	45
Mr H Capra ²	Director	13	-	1	14
Total remuneration		959	230	78	1,267

Specialist Advisors					
2022 - 2023					
Mr A Cormie	-	-	26	3	29
Mr J Wilson	-	-	37	-	37
Mr R Wood	-	-	10	-	10
Total remuneration			73	3	76

The remuneration of directors and specialist advisors is based on a number of factors including the requirements of the role, the size and complexity of Brighter Super, and market practice. Directors and Specialist Advisors receive fixed remuneration only and do not participate in any performance-based incentive plans. Accordingly, they are not eligible to receive any cash incentives as part of their remuneration.

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Directors		Short-term benefits		Post-employment benefits	Total remuneration
Name	Position	Trustee fee \$'000	Trustee committee fee \$'000	Superannuation \$'000	\$'000
2021 - 2022					
Mr J Smith	Chair	114	33	25	172
Mr R Dewhurst	Director	77	33	3	113
Mr P Kazacos	Director	96	27	2	125
Cr M Jamieson	Director	60	11	13	84
Cr C O'Neil	Director	84	22	10	116
Mr G Hallam	Director	67	11	5	83
Mr R Flanagan	Director	140	44	0	184
Ms T Dyson	Director	54	38	9	101
Ms S Zeljko	Director	58	22	15	95
Ms R Heit	Director	79	22	24	125
Mrs J Sanders	Director	60	11	13	84
Mr R Burton	Director	54	22	20	96
Ms J Thomas	Director	82	22	0	104
Ms N Traill	Director	59	11	14	84
Mr S Wilson	Director	62	11	13	86
Total remuneration		1,146	340	166	1,652

Specialist Advisors						
2021 - 2022						
Mr A Cornie		-	-	26	3	29
Mr M Petrie		-	-	17	-	17
Mr J Wilson		-	-	29	-	29
Mr R Wood		-	-	27	-	27
Total remuneration		-	-	99	3	102

The remuneration of directors and Specialist advisors is based on a number of factors including the requirements of the role, the size and complexity of Brighter Super, and market practice. Directors and Specialist Advisors receive fixed remuneration only and do not participate in any performance-based incentive plans. Accordingly, they are not eligible to receive any cash incentives as part of their remuneration.

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(d) Remuneration of Executives

Executives		Short-term benefits			Post- employment benefits		Termination benefits	Total remuneration
Name	Position	Salary(1) \$'000	Non-monetary benefits(2)	Bonus including STI \$'000	Super \$'000	Other(3) \$'000	\$'000	\$'000
2022- 2023								
Ms K Farrar	Chief Executive Officer	628	-	169	25	-	-	822
Mr G Hollier	Chief Financial Officer	369	-	51	25	11	-	456
Mr I Ortiz ⁵	Chief Technology Officer	44	-	-	5	-	16	65
Mr R Gajanayake ⁶	Chief Technology Officer	287	-	39	29	-	-	355
Ms A Peters ⁷	Chief Growth Officer	41	-	-	13	-	233	287
Mr S Chan	Chief Risk Officer	317	-	41	25	-	-	383
Mr H McKellar ⁸	General Counsel and Company Secretary	281	-	1	25	-	-	307
Mrs L Kay	Chief Experience Officer	302	-	39	25	-	-	366
Mr S Marteene	Chief Operating Officer	336	-	43	25	-	-	404
Mr M Rider	Chief Investment Officer	431	-	150	25	-	-	606
Mr J Gyton ⁹	Chief Transformation Officer	351	-	141	25	7	-	524
Ms A Kelsall ¹⁰	Chief People Officer	214	-	36	17	-	-	267
Total remuneration		3,601	-	710	264	18	249	4,842

Name	Title	Financial Year*	Maximum STI ¹²	Actual STI	Actual STI as a % of maximum STI	% of maximum STI award forfeited
Ms K Farrar	Chief Executive Officer	2023	186	168	90%	10%
Mr G Hollier	Chief Financial Officer	2023	54	50	92%	8%
Mr R Gajanayake	Chief Technology Officer	2023	41	38	94%	6%
Mr S Chan	Chief Risk Officer	2023	47	40	87%	13%
Mrs L Kay	Chief Experience Officer	2023	47	38	80%	20%
Mr S Marteene	Chief Operating Officer	2023	47	42	89%	11%
Mr M Rider	Chief Investment Officer	2023	121	112	92%	8%
Mr J Gyton	Chief Transformation Officer	2023	83	77	92%	8%
Ms A Kelsall	Chief People Officer	2023	45	36	80%	20%

*Short term incentive (STI) arrangements were introduced during the 2023 financial year. STI amounts were paid on 12 September 2023 for the 2023 financial year.

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Executives		Short-term			Post-employment		Termination benefits	Total remuneration
Name	Position	Salary(1) \$'000	Non- monetary benefits(2)	Bonus \$'000	Super \$'000	Other(3) \$'000	\$'000	\$'000
2021- 2022								
Ms K Farrar	Chief Executive Officer	587	-	115	23	-	-	725
Mr G Hollier	Chief Financial Officer	344	-	-	26	-	-	370
Mr I Ortiz	Chief Technology Officer	326	-	-	26	-	-	352
Ms A Peters	Chief Growth Officer	355	-	-	25	-	-	380
Mr T Rieck	Chief Investment Officer	286	-	-	16	-	210	512
Mr S Chan	Chief Risk Officer	287	-	-	26	-	-	313
Mr H McKellar	General Counsel and Company Secretary	281	-	23	29	-	-	333
Mrs L Kay	Chief Experience Officer	308	-	25	29	-	-	362
Mr S Marteene	Chief Transformation Officer	337	-	27	29	-	-	393
Mr M Rider	Chief Investment Officer	152	-	-	11	-	-	163
Mr J Gyton	Chief Operating Officer SPSL	-	-	-	-	-	-	-
Total remuneration		3,263	-	190	240	-	210	3,903

- 1 Resigned 31 December 2022
- 2 Appointed 1 June 2023
- 3 Resigned 14 October 2022
- 4 Remuneration paid to The Services Union
- 5 Resigned 5 August 2022
- 6 Appointed 6 August 2022
- 7 Resigned 29 July 2022
- 8 Resigned 4 July 2023
- 9 Appointed to Chief Operating Officer on 1 October 2022, previously held the position of Chief Transformation Officer until 30 September 2022.
- 10 Appointed to Chief Transformation Officer on 1 October 2022, previously held the position of Chief Operating Officer SPSL until 30 September 2022. Mr Gyton was paid remuneration by SPSL Limited up until 31 May 2023, his full remuneration for the 2023 financial year has been disclosed above. For the 2022 financial year his full remuneration was disclosed in the remuneration disclosure of SPSL Limited.
- 11 Appointed 24 October 2022
- 12 Maximum Short term incentive (STI) opportunity under the respective remuneration policy. The STI is delivered as cash for eligible executives. The STI rewards the achievement of Brighter Super, function and individual outcomes over a 12-month period. Outcomes are based on a scorecard of performance and risk measures. Conduct gateways apply which can reduce STI outcomes (down to nil). Any deferred STI arrangement is subject to malus and clawback criteria.

- (1) Salary includes base pay plus annual leave accrued less annual leave taken less salary sacrificed non-monetary benefits
- (2) Non-monetary benefits includes salary sacrificed benefits
- (3) Other post-employment includes long service leave accrued less long service leave taken

The remuneration of Executives is based on a number of factors including the requirements of the role, the size and complexity of Brighter Super, and market practice. Executives receive fixed remuneration and STI arrangements were introduced during the 2023 financial year which are performance based. Executives are employed under individual employment contracts and are paid under packaging arrangements. Remuneration is benchmarked with market rates for employees in the financial services industry by an external independent expert and reflects the role scope and individual's skills and experience.